

## Disabilities in the Workplace

**People with disabilities\* are protected from discrimination in employment. The law guarantees:**

- Equal treatment for all job applicants;
- Equal opportunities for promotions, raises, assignments, etc.;
- Equal access to job benefits, including health insurance and training;
- Freedom from on-the-job harassment because of a disability.

\* Disability is defined as a physical or mental impairment that limits one or more major life activities.

More information  
on reverse

Seattle Office for Civil Rights  
206-684-4500  
TTY 206-684-4503  
[www.seattle.gov/civilrights](http://www.seattle.gov/civilrights)

### **Reasonable accommodations are the law!**

Employers must provide a reasonable accommodation if someone with a disability requests one. You do not have to make an accommodation that poses an undue business hardship.

- Employers can request a letter from a health care professional documenting the need for an accommodation.
- Accommodations should match people's individual needs. Not everyone requires the same accommodation.
- Employers and employees should discuss any accommodation request. A conversation can help determine the most reasonable, cost-effective solution.

### **Confidentiality**

With limited exceptions, employers must keep employees'/applicants' medical information confidential. Never discuss employees' circumstances with other co-workers.

### **Want more information?**

Contact the Seattle Office for Civil Rights at 206-684-4500, or visit [www.seattle.gov/civilrights](http://www.seattle.gov/civilrights)

Other resources:  
[www.eeoc.gov/qs-employers.html](http://www.eeoc.gov/qs-employers.html)